

NON-DISCRIMINATION AND ACCOMMODATION

It is the goal of the State of Iowa to achieve and maintain a diverse workforce in state government, which includes employees with differences in age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion or disability. *Iowa Code Section 19B.2* provides that it is the policy of this state to provide equal opportunity in employment to all persons, and to apply affirmative action measures to correct deficiencies in the state employment system, where those remedies are appropriate.

Federal and state laws prohibit employment and/or public accommodation discrimination on the basis of age, color, creed, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation or veteran's status. If you believe you have been discriminated against, please contact the Iowa Civil Rights Commission at 800-457-4416 or Agency's affirmative action officer.

If you need accommodations because of a disability to access data.iowa.gov, please contact the Iowa Department of Management at transparency@iowa.gov or 515-281-3352.

ACCESSIBILITY

The State of Iowa is committed to providing employees and the public, including persons with disabilities, with access to its websites and web-based information and services. The Iowa Department of Management is committed to make every reasonable effort to comply with web accessibility standards and guidelines established pursuant to *Section 508 of the Rehabilitation Act* and promulgated by the U.S. Access Board. The following features aid in making data.iowa.gov as accessible as possible to those using alternative technologies to access the web:

- All content images include descriptive “alt” attributes. Wherever possible, textual links are provided for navigation instead of image links.
- All form elements include “label” tags to help accessible technologies describe those forms to their users.
- Relative font sizes are utilized in the design of this site, in order to make it possible for accessible technologies to scale the content of the site accordingly.
- Skip links are provided to allow keyboard navigation to jump between different sections of the page.
- The semantic layout of the page is kept separate from its visual layout, and cascading style sheets are used for visual formatting and layout, allowing the site to degrade when cascading style sheets are disabled.
- For pages where the use of AJAX and JavaScript would interfere with the use of accessible technologies, alternate versions of those pages are provided that do not use AJAX or JavaScript. Those alternate versions made available via keyboard navigation skip links.

If you have difficulty viewing data.iowa.gov or accessing any information presented on this website, please contact Iowa Department of Management at transparency@iowa.gov or 515-281-3352.